

Occupational Health and Safety Baseline risk assessment

Refer to Occupational Health and Safety Risk assessment procedure 32-520

List activity	Hazard Identification	Associated risk	Cause(s) of the risk	Existing Controls	Consequence	Likelihood	Risk Priority Rating
1.Driving	Driving in bad road conditions with potholes	Possible puncture or damage to the vehicle tyre, possible injuries and fatalities	Driving unsafely in bad road conditions (i.e. potholes)	Substitution : Use of LDV for driving in bad roads Admin controls: - Vehicle safety procedures, Valid drivers license & Permit, Driver Risk Profile, Driver training	6	D	I
	Driving in damaged road i.e. pothole, loosing vehicle control	Motor vehicle accident resulting in possible injuries or fatalities	Driving at a high speed not suitable for the condition of the road (i.e. potholes)	Substitution : Use of LDV for driving in bad roads Admin controls: - Vehicle safety procedures, Valid drivers license & Permit, Driver Risk Profile, Driver training and Life Saving Rules	6	D	I
	Fatigue and Lonely working	Falling asleep while driving which can lead to losing control of the vehicle or collisions	Overtime work, not taking breaks, work pressure	Admin controls; Awareness - Drivers to take regular rest breaks, EAP - Personal condition resulting in fatigue , proper work planning and scheduling, Driver defensive driving training	5	C	II
	Driving under Intoxication	Loss of vehicle control and cause motor vehicle accident	Non-adherence to Eskom Substance Abuse Procedure, Life saving rules violation (be sober)	Admin controls: Substance abuse procedure, EAP - Personal conditions resulting in substance abuse.	5	C	II

	Speeding	Losing control of the vehicle, leading to motor vehicle accidents	Driving at unsafe speed	Admin controls: Vehicle Safety Procedure, Mix telematics reports, Valid drivers license & Eskom Permit, Drivers risk profile, Driver Training	5	C	II
	Hi-jacking	Possible assault	Stopping in unsafe areas or driving in hi-jacking hot spots	Admin controls: Identify hijack hot spots and communicate to business, Awareness on preventing hi-jacking. Training on defensive driving to avoid hi-jacking	4	C	II
	Driving on Gravel road at high speed	Vehicle loosing control and overturning	Driving at a speed not suitable for the condition of the road	Admin controls: - Vehicle safety procedures, Valid drivers license & Permit, Driver Risk Profile, Driver training and Life Saving Rules	6	D	I
	Driving during poor visibility on the road	Being involved in an accident (Collision, hitting pedestrians, hitting straying animals, etc.)	Night blindness, poor visibility	Admin controls: - Vehicle safety procedures, Valid drivers license & Permit, Driver Risk Profile, Driver training and Life Saving Rules, Medical surveillance	6	C	I
	Driving Unroad worthy vehicle	Vehicle breakdown or parts failure resulting in motor vehicle accident	Improper or lack of maintenance of vehicle, use of scrapped vehicles	Elimination: Replacement of unroad worthy vehicles from fleet Substitution: Purchasing of new fleet vehicles Engineering: Maintenance of vehicles Admin controls: Use of vehicle specification for new vehicles,	6	C	I

		Vibrating steering wheel resulting in hand vibration	Mechanical faulty vehicle	Elimination: Replacement of unroad worthy vehicles from fleet Substitution: Purchasing of new fleet vehicles Engineering: Maintenance of vehicles Admin controls: Use of vehicle specification for new vehicles,	6	C	I
	Travelling in areas where there are protests	Loss of control of the vehicle or damage to vehicles	Protesters throwing stones or overturning vehicles	Elimination: Avoid listed hot spot areas Admin controls: Identify hot spot areas and develop list for communication to business,	4	D	I
	Reckless driving from other road users	Colliding with other vehicles resulting in motor vehicle accidents	Road conditions, environmental factors, personal factors, not adhering to national road traffic laws	Admin controls: - Vehicle safety procedures, Valid drivers license & Permit, Driver Risk Profile, Driver training and Life Saving Rules	5	D	I
	Reckless driving	Colliding with other vehicles resulting in motor vehicle accidents (injuries / fatality)	Not adhering to national road laws or practising defensive driving techniques	Admin controls: - Vehicle safety procedures, Valid drivers license & Permit, Driver Risk Profile, Driver training and Life Saving Rules	5	D	I
	Being distracted while driving (i.e Use of cellphone while driving, eating, taking eyes off the road etc)			Admin controls: - Vehicle safety procedures, Valid drivers license & Permit, Driver Risk Profile, Driver training and Life Saving Rules	5	D	I
	Vehicles mechanical electrical fault	Electrical fault resulting in vehicle fire	Lack of proper maintenance	Elimination: Replacement of vehicles with electrical fault from fleet Substitution: Purchasing of new fleet vehicles Engineering: constant maintenance of vehicles Admin controls: Use of vehicle specification for new vehicles,	6	C	I
	Smoking inside the vehicle	Cigarette fire	Accidental fire due to cigarette butts or cigarette lighter	Elimination: Prohibit smoking inside vehicles	5	C	I

				Admin controls: Smoking Policy,			
	Use of fleet vehicle with surface contamination with corona virus	Internal Corona virus transmission	Covid - 19 positive employee driving a pool fleet vehicle	Elimination: Employee provided with dedicated vehicles. Washing of hands with soap or hand sanitiser. Admin controls: Eskom Covid 19 Guidelines and Work Instructions. PPE: Hand Sanitiser and wearing of masks	6	C	I
	Playing loud music / radio while driving	Exposure to high noise resulting in Noise Induced Hearing Loss	Exposure to excessive noise	Admin controls: Medical surveillance.	5	C	I
	Parking next to a road	Collision with passing vehicles	Parking in an unsafe area next to the road	Elimination: Avoid parking in unsafe areas next to the road especially at night / poor visibility areas. Admin controls: Vehicle safety procedure, Vehicle safety communication	5	C	I
	Parking at office parking area	Property damage during an emergency evacuation	improper parking at parking areas (i.e. revers parking)	Admin controls: - Vehicle safety procedures, Valid drivers license & Permit, Driver Risk Profile, Driver training	5	C	I
		Injuries due to collision with speeding vehicles in the parking area	driving at improper speed	Admin controls: - Vehicle safety procedures, Valid drivers license & Permit, Driver Risk Profile, Driver training and Life Saving Rules	5	C	I
	Driving in bad weather conditions (i.e. heavy rains or snow)	Vehicle loosing control and overturning	Driving at a speed not suitable for the condition of the road	Admin controls: - Vehicle safety procedures, Valid drivers license & Permit, Driver Risk Profile, Driver training and Life Saving Rules	6	C	I



Accessing customer facilities	Angry customer	Actions and conditions leading to assault and/or rape	Load shedding, disconnection and late response	Public Safety campaigns, Protective Services and SAPS	3	C	II
	Exposure to Dogs at customers premises/in the field	Possible bites	Uncontrolled dogs	The employees always use the gate as the entrance, wait for someone to open the gate. The employee must live if there is no one to open the gate	3	C	II
	Exposure to customer wild animals	Possible bites	Game reserve customer based, uncontrolled wild animals including snakes & bees	DGL 34-190 Access to Farms	3	C	II
Community protests	Community unrest	Actions and conditions leading to possible hostage situation and assault	Service delivery related community protests, mine labour unrest	Avoid risk areas	6	C	I
Work area Meter Reading - Disconnections and reconnections - Actual readings - Investigations of bypassed meters	Psychological Stress	Possible depression, mental break downs and suicide	Pressure from work/home (Covid-19 related)	EAP and wellness programmes	5	C	II
	Bomb threats	Possible explosions	Customer compelling Eskom to act in his/her favour	EAP and Safety awareness	6	C	I
	Hostage situation	Possible assault, rape, stress, trauma	Customer compelling Eskom to act in his/her favour	EAP and Safety awareness	6	C	I
	Thermal stress: - Extreme Hot and cold weather.	(i) Sunburns (ii) Fainting/ Collapsing (iii) Dehydration. (iv) Skin cancer/diseases. (v) Colds, fevers and shivering. (vi) Heat and cold stress. (vii) Injuries to employees and contractors.	(i) Over-exposure to heat/cold, climate change.	PPE (Thermal jackets), awareness	1	B	IV
	Electrical contact	(i) Injuries to employees and contractors (ii) Electrocutation.	Exposed wiring in meter boxes.	PPE (i.e. Electrical gloves, face shields), LV authorisation	4	B	IV
3.. Site Access and Security	Unauthorised persons on site	Being attacked by intruders, Theft, vandalism, public injury through slipping or falling if access to the tower is gained	No 24 hour Security at site. Unmanned sites	Site security Matrix, Security project in progress to improve site security based on the rating of the matrix per site	5	D	I
Ergonomics	Poor ergonomics design can result in back pains, musculoskeletal disorders, strains, injuries,etc.	back pains, musculoskeletal disorders, strains, injuries,etc.	Whole body movements including bending	Training or understanding of ergonomical principles and techniques	3	B	III

Thermal stress	High temperature in summer while tasks are performed in outdoor areas (field work)	Heat stress, skin cancer and haedache	working in the field	Employees should drink water to avoid dehydration, outdoor safety glasses to be provided; impact-resistant, wrap-around lenses designed to absorb 99.9% of UV rays	3	A	IV
Cold stress	Low temperature in winter while tasks are performed in outdoor areas (field work)	frost hands and fever/flu	working in the field	Employees should wear warm clothes that employer must provide.	3	A	IV
28. Social factors	Workload	Illhealth, Injury	Lack of resources, Unequal allocation of work	HR awareness, Periodic medical screening, Optimisation of resources (e.g Equal allocation of work)	4	C	II
	Excessive Overtime	Fatigue, Injury, Illhealth	Poor planning and lack monitoring of allocated work, lack of resources.	Overtime awareness, Overtime policy	4	C	II
	Victimisation	Unhappy, stressed workforce, resignation and depression	Poor communication, misunderstanding, personalities.	Ethics awareness, Disciplinary and Grievence processes, Harmonisation process, IR awareness	2	B	IV
	Harassment	Unhappy, stressed workforce, disengage, arrested	Lack of understanding Eskom's policies and procedures (Eskom Code of Conduct). Non adherence to Eskom policies and procedures.	Ethics awareness, Disciplinary and Grievence processes, Harmonisation process, IR awareness	2	B	IV
	Bullying	Unhappy, stressed workforce, disengage, arrested	Lack of understanding Eskom's policies and procedures (Eskom Code of Conduct). Non adherence to Eskom policies and procedures.	Ethics awareness, Disciplinary and Grievence processes, Harmonisation process, IR awareness	2	B	IV